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 201 FILE
 2 EXEC. REG.

30 September 1982

MEMORANDUM FOR: Director of Personnel

FROM:

Director, Foreign Broadcast Information Service

STAT

SUBJECT: FBIS Foreign National Compensation Plans

1. FBIS has provided compensation plans to PMCD for consideration in lieu of the interagency/State plans currently in use. From past exchanges, you are aware that the interagency system was not responsive to our requirements and severely affected our ability to fulfill our mission overseas.

2. For your background, our fundamental concern for proposing these pay scales is to acquire the best possible foreign personnel in order to produce the most reliable intelligence product for our consumers. We need sufficient monetary inducements to attract and retain qualified personnel, to provide sufficient career progression opportunities, to address special concerns such as shift work, and to meet the special peculiarities of the area labor market. Our failure to hire and retain qualified foreign national employees would require the assignment abroad of often less qualified and more expensive U.S. staff personnel. The FBIS reliance on foreign national professionals is unique among U.S. government organizations.

3. Where there is a mix of third country and locally-hired professional employees at the same bureau, it is necessary to have pay equality in order to prevent the morale problems inherent in two different scales for the same job. The proposed pay plans accommodate both groups within the single-line pay scale.

4. At the nonprofessional levels, FBIS has held pay to the State level except at Bangkok and Nicosia. At these two bureaus the gap between professional and nonprofessional levels would require separate scales unless progression on our 12-grade scale started at the nonprofessional FSN-6 level.

5. All bureau compensation plans have been submitted on a single-line, 12-grade scale. The scales are called Foreign Broadcast, Foreign Field. This approach has been taken to separate the FBIS

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program from the interagency system and to reduce at the local level direct grade comparisons. Comments on individual bureau plans are attached, except for London, Okinawa, Panama, and Tel Aviv where the current pay plans are sufficient to meet FBIS needs.

6. The proposed compensation plans will provide FBIS with a single, worldwide approach. There will be uniform 12-grade, single-line pay scales, all of which are tied to State's local scales in a direct fashion to eliminate the need for market surveys by the Agency.

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Attachment:
As stated

DDS&T/FBIS/ADMIN (29Sep82)

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Distribution:

- Orig - Addressee, w/att.
- 1 - D/FBIS Chrono, wo/att.
- 1 - Comp. Plans (Policy on Working Papers), w/att.
- 1 - AS Chrono, wo/att.
- 1 - FBIS Reg., wo/atts.